

DIVERSITY COUNCIL MINUTES: FEBRUARY 12, 2009

The regular monthly meeting of the Diversity Council was held on Thursday, February 12, 2009, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Co-Chair Renee Hardman at 2:35 p.m.

MEMBERS PRESENT

Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Renee Hardman, Bankers Trust, Co-Chair
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Miguel Moreno, Department of Transportation
Alba Perez, Greater Des Moines Partnership
Walter Reed, Jr., Department of Human Rights
Ralph Rosenberg, Iowa Civil Rights Commission
Jonathan Thorup, Department of Public Safety
Miriam Tyson, Iowa Department of Economic Development
Ray Walton, Department of Administrative Services (DAS)

MEMBERS ABSENT

Preston Daniels, Employee and Family Resources, Chair
Shirley Hicks, Iowa School for the Deaf, Retired
Jim Larew, Governor's Office
Dinh VanLo, Tai Village, Inc.
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

OTHER ATTENDEES

Judy Akre, DAS-HRE
Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Jesus Estrada, DAS-HRE
Katie Ervin Carlson, Concerned Citizen
Syeta Glanton, Governor's Office
Mary Ann Hills, DAS-HRE
Minnie Mallard, Department of Elder Affairs
Barb McClannahan, IVRS
Matt Oetker, Attorney General's Office
Brenda Reilley, DAS-HRE
Chris Robinson, Department of Natural Resources
Bev Schmeling, IVRS
Bill West, DAS-HRE
Others may have been present who did not sign in.

AGENDA ITEMS

- I. Opening Remarks – Renee Hardman.
- II. Review and Approval of Minutes of January 8, 2009.
 - A. No corrections or additions.
 - B. Minutes approved.
- III. New Business – The Council had no new business to discuss.
- IV. Discuss Status of Council's Work for 2009 – Miriam Tyson spoke on behalf of the Subcommittee.
 - A. At last month's meeting, Preston Daniels had formed a subcommittee to discuss this issue and report back to the entire Council.
 1. Miriam Tyson, Chair
 2. Renee Hardman
 3. Alba Perez
 4. Ralph Rosenberg
 - B. The Subcommittee wrote a draft report, detailing:
 1. Work the Council has started or completed.
 2. Recommendations.
 3. Priorities.
 4. Roles and responsibilities of the Council.
 - C. The Subcommittee wrote its report as a "status report" for the Council; however, some Council Members believed that the report should contain more specific recommendations for Governor Culver.
 - D. The Council will discuss this issue again at the March 12, 2009, meeting.
 - E. *As the Subcommittee's report was a draft, it will not be placed on the Diversity Council website.*
- V. Subcommittee Reports (*The Council did not follow the order listed on the agenda.*)
 - A. Diversity Training for Entire State Workforce – Judy Akre, Program Coordinator of Performance and Development Solutions in the Department of Administrative Services – Human Resources Enterprise, spoke on behalf of the Subcommittee.
 1. Nine trainers have been selected by the Diversity Council and DAS to be hired as temporary state employees to conduct Diversity Training courses for the entire state workforce, including managers and supervisors, at a cost to departments of \$9.85 per employee.
 2. Four internal DAS employees will also conduct Diversity Training courses.
 3. Train-the-Trainer sessions will be held on February 27, 2009, and March 3, 2009.
 4. Sessions will begin with DAS employees on March 9, 2009.
 5. Council Members are encouraged to attend a training course during the week of March 9 to provide feedback and comments on the training.
 6. Alba Perez requested that the Diversity Training schedule be placed on the Diversity Council website; Judy Akre replied that she could provide a link to the Performance and Development Solutions website with the schedule.
 - B. State's Hiring Policies and Practices – the Subcommittee had nothing to report.
 - C. Diversity Plans – Alba Perez spoke on behalf of the Subcommittee.
 1. The Subcommittee is in the process of reviewing the 39 Diversity Plans submitted by state departments and is considering having members of the community review them.

2. DAS will have an orientation for evaluators with instruction on how to review the Plans.
 3. Once all of the reviews are completed, the Subcommittee will report to the Council.
- D. Referral System –the Subcommittee will report in March.
 - E. Best Practices –the Subcommittee had nothing to report.
 - F. Persons with Disabilities – the Subcommittee had nothing to report.
 - G. Public Forum – the Subcommittee will report in March.
- VI. Discuss How to Increase Awareness of the Diversity Council – Renee Hardman.
- A. Renee Hardman said that state employees are made aware of the Council’s activities via the Diversity Council website; also, an email to all state employees is currently “in the works.”
 - B. Miriam Tyson stated that the Public Forum will increase awareness.
 - C. Alba Perez suggested creating a link from the Training webpage to the Diversity Council webpage and vice versa.
 - D. Renee Harman suggested putting articles in the DAS newsletter a few times a year.
 - E. Alba Perez thought that diversity issues could be discussed in each edition of the DAS newsletter.
- VII. Public Comment – Chris Robinson, DNR, had six questions for the Council.
- A. Did each state department submit a Diversity Plan? Answer: yes.
 - B. When the Council speaks about *best practices*, is it referring to best practices for management or all employees? Nancy Berggren: the Diversity Council is looking for best practices from other companies and determining how they can be applied to the State.
 - C. Will people be able to register complaints with the Council at the Public Forum? Nancy Berggren: the Council is not an investigative body; the Council still needs to work out the details of the Public Forum, but it will be a vehicle for the Council to obtain suggestions from employees.
 - D. How does the Council measure progress? Renee Hardman: the Council is currently implementing statewide Diversity Training and although things aren’t happening quickly, the Council is making progress.
 - E. Why doesn’t anyone represent the NAACP on the Council? Answer: Council Members were appointed by Governor Culver.
 - F. What is the curriculum of the Diversity Training for state employees? Judy Akre replied that she would send information to Chris Robinson.

AGENDA ITEMS FOR NEXT MEETING

- I. New Business
- II. Discuss Status of Council's Work for 2009
- III. Subcommittee Reports
- IV. Discuss Meeting Schedule for 2009 – Monthly or Quarterly?
- V. Public Comment

ADJOURNMENT

Meeting adjourned at 4:22 p.m. The next regular meeting will be held on Thursday, March 12, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.